

## CORPORATE SOCIAL RESPONSIBILITY

Walker Construction (UK) Limited recognises that our social, environmental and ethical conduct has an impact on our reputation. We, therefore, take our corporate social responsibilities ("CSR") seriously and are committed to advancing our policies and systems across the Company to ensure we address and monitor all aspects of CSR that are relevant to our business. These include good ethical behaviour, concern for employee health and safety, care for the environment and community involvement.

We strive to maintain a productive and open dialogue with all parties who may have an interest in our activities including shareholders, customers, suppliers and employees. We have an established investor relations programme, work closely with our customers, monitor supplier performance and actively encourage feedback from our employees. We maintain our website as one of the main routes for providing information to interested parties and for contacting us.

We are ISO 9001, ISO 14001 and ISO 45001 accredited and have various policies and management procedures in place to ensure compliance with these responsibilities are met.

These range from;

- Comprehensive training policy and training plan.
- Selection and management of sub-contractors.
- Management procedures for buying.
- Recruitment policy.
- Ethical Policy.
- Sustainability.
- Site Waste management Policy.
- Environmental Policy etc...

We employ in excess of 200 people spread across our various office locations. We are an equal opportunities employer and aim to recruit locally at all times. All employees are provided with basic training regarding Health & Safety and Environmental Awareness, which is refreshed on a regular basis. Our training policy ensures that all employees receive the correct level of skills training required for the roles, tasks and responsibilities undertaken.

All projects are reviewed on a job by job basis with the view at tender stage to select and investigate potential local suppliers, sub-contractors etc... within the area of the project. We also now hire most of our plant requirements, firstly to source locally and to enable us to control optimum usage throughout the project.

We expect the same ethos to be adopted via our subcontractors and suppliers alike.

Our environmental policy outlines our effort to use natural resource where ever possible and where practical recycle and reuse materials and incorporate into the project. We hold a waste carriers licence and via our Control of Waste policy ensure all waste materials are disposed of in the correct manner. As part of our tender process, we carry out an initial environmental assessment which is enhanced on let of the contract.

Part of our Health & Safety policy and in doctrine is to ensure that all our work places are kept in a clean and tidy manner at all times during the construction process and for the end user.

We have in the past supported local communities via sponsorship, mentoring and visiting schools to provide an insight into the construction industry.

To reinforce our commitment, our onsite documentation will include as appropriate:

- Site Waste management Plans.
- Environmental Plans.
- Works Method Statements.
- Construction Phase Plans.
- Site Health & Safety Files.
- Site Diary.

It is our desire to work closely at all times with the stakeholders to ensure we fully deliver a project on time, within budget, safely, meets if not exceeds the client's requirements, the requirements of the end user and any other parties that have an interest in or usage of the facilities provided.

Copies of our policies or management procedures can be made available if required.

Signed:

.....  
[Redacted Signature]  
Phil Webb  
Managing Director

Dated: 5<sup>th</sup> October 2020

The policy has also been produced as a separate document and is on the Company Website at [www.walker-construction.co.uk](http://www.walker-construction.co.uk)